

State Council on Workforce Services
January 10, 2008
Department of Workforce Services
1385 S. State, Salt Lake City, Utah
1:15 p.m. - 3:15 p.m.

State Council Members: Kevin Crandall, Paul Jackson, Darris Howe, Marie Christman, Bill Crim, Shawn Potter, Gary Wixom (for David Buhler), Mary Shumway (for Patti Harrington), Russ Thelin (for Don Uchida), Jeff Lindstrom, Lou Sansevero, and Tammie Lucero

Other Attendees: James Whitaker, Steve Burge, Marty Kelly, Steve Maas, Melisa Stark, Lynn Purdin, Steve Titensor, Lorri Economy, Ann Barnson, Susan Wright, Julie Lay, Bob Gilbert, Karen Silver, Bob Topping, Helen Thatcher, Jolyn Bevan, Cassy Hahn, Stephanie Smith, Carrie Jensen Hout, Christian Ward, Danny Schoenfeld, Steve Avery, Diane Lovell, Mike Medley, LeAnn Muranaka, Bill Starks, Mike Manning, Ken Sorber, Connie Laws, Randy Hopkins, George Angerbauer, Jon Pierpont, John Talcott, Mary Gehman-Smith, Mike Richardson, Greg Gardner, Christopher Love, and Judy Chambley

Welcome and Opening Business

Kevin welcomed the group and stated significant work was accomplished and goals were set at the Council of Councils -*Industry at the Wheel* - Conference in October 2007. These goals are being carried out by the Regional Councils. Ultimately, we are looking for goals which transcend the regions, and as a State Council, want to be supportive. We are also focusing on the four targeted sectors. We also want to make sure everyone understands that the industry you represent may not be one of the targeted sectors but may warrant emphasis in a given region.

Kevin called for approval of the Consent Agenda which includes the October 11, 2007 meeting minutes and three training providers: 1) Basin Dental Assisting School, Roosevelt, Utah; 2) The Nail Room Artistic Academy, Salt Lake City, Utah; and 3) Dental Assisting School of Utah, Taylorsville, Utah. Shawn Potter motioned to approve the Consent Agenda; Lou Sansevero seconded the motion and the motion carried.

Executive Director's Report

Chris Love, DWS Deputy Director, reported the following:

- He introduced George Angerbauer, new Director, Office of Communication and Change Management and Steve Avery, new Director, Operational Excellence;

- Mike Richardson has officially retired but will continue to work as State Council Director and Legislative & Governmental Director on a part-time basis;
- Judy Chambley, Eastern Region Director, is retiring after more than 30 years of service. Judy began her career in State Government in 1970 at the Ogden Job Service working in Unemployment Insurance;
- Following Council of Councils, DWS' objective is to connect workforce development more tightly to the demands of industry through a targeted sector approach. As we move forward, we want to ensure employers have the employees who have the skills and job seekers have clear pathways to available jobs and careers. Kristen Cox has restated the challenge:
 - Work hard to develop priorities;
 - Hold agencies accountable; and
 - Hold employers accountable.

DWS will provide tools and data needed to the sector strategy groups so they can make business decisions;

- One of the first things that caught Kristen's attention is the number of Utah citizens who lack either a high school diploma or a GED. Typically, when DWS customers lack education, they tend to be customers for a longer period of time. DWS has also struggled to meet the participation thresholds of Temporary Assistance for Needy Families (TANF). TANF policy precludes DWS from counting participation in obtaining a GED for the first 20 hours. In an effort to further the initiative to get customers on a career path, DWS asked the Governor for funds. As a result, the Governor placed \$480,000 in DWS' budget to support a GED initiative. The request has not been approved by the Legislature;
- On January 4, 2008, DWS was notified by the Department of Labor that every State will need to change its spending patterns due to significant budget adjustments in Workforce Investment Act (WIA) funds. Congress has instituted three separate rescissions and one reduction of funds. A rescission is taking dollars back from states. A reduction is reducing the amount of money states get in the future. DWS uses these dollars largely for individual training and the Incumbent Worker program. The rescission covers Adult,

Dislocated Worker, and Youth dollars. The total estimated amount of this rescission is \$2.2 million dollars. We do not yet have recommendations to make to the State Council; however more details will be available at a later date.

Greg Gardner, DWS Deputy Director, reported the following:

- In July and August 2007, members of DWS' Senior Management Team (SMT) conducted Listening Posts throughout the State with customers, employees, and advocates. In September 2007, SMT reviewed the feedback and strategic goals were identified. These goals are: 1) Innovation; 2) Employee Success; 3) Customer Service; 4) Prevention and; 5) Global Competitiveness;
- Greg thanked the State Council for their service and acknowledged the importance of their leadership.

Legislative Update

Mike Richardson provided information on the following proposed 2008 Legislation:

- H.B. 21 Employment Security Act Amendments
- H.B. 64 Disclosure of Information by the Department of Workforce Services
- H.B. 73 Child Care Providers
- Independent Contractor Database
- Unemployment Insurance Contribution Rate Amendments

The legislative session begins January 21, 2008.

Bill Greer provided information on the 2008 Appropriations Requests:

- TANF MOE - \$1,659,300 one-time General Fund 2008 Supplemental; \$1,659,300 one-time General Fund 2009 Building Block;
- General Assistance (GA) Program - \$1 million one-time funding; \$1 million ongoing funding;
- Child Care Step Down - \$502,500 ongoing funding;
- GED Support Program - \$480,000 one-time funding;
- Refugee Capacity Building - \$200,000 one-time funding.

Mike Richardson added if Council members have questions about the upcoming legislative session, please feel free to email him and he will provide answers.

Follow Up to Council of Councils and Private Sector Leads Report

Kevin Crandall recognized the sector leads: Paul Jackson (Health Care), Richard Thorn (Construction), Steve Burge (Energy), Dan Curtis (Automotive) and Mary Shumway (Basic Education). The regions are customizing their needs and the State is providing leadership specific to these sectors. Mike Richardson referred to his handout *Council of Councils Strategies*. He stated the sector efforts began in August 2007 with the partners sitting at the table. Mike recognized Marie Christman, State Youth Council Chair who is connecting the Youth Council to this effort.

Energy - Steve Burge & Bob Topping

- Steve read the Energy sector's vision;
- They have identified attracting talent as an issue;
- They have created a K-12 poster;
- They didn't have a lot of industry involved during the meetings in Cedar City. However, 80 additional employers have recently become involved which brings the total to more than 200;
- They came up with solutions based on what came out of the workforce challenge;
- They put together a skills assessment tool which is now being used in workforce sectors;
- They have created a user-friendly pyramid;
- They are proposing to put together a residential internship which will help enable families to relocate to rural areas.

Paul Jackson - Health Care

- Following Council of Councils in Cedar City, the health sector has had good participation but need more industry input. They have held meetings with the Utah Hospital Association, the Long Term Care Association, the Physician's Association, Media One, the University of Utah School of Medicine and the Department of Health;
- They plan to connect with the dental community;
- Health Care will be highlighted in career fairs throughout the State;

- They want to be respectful and will align with regional activities. They will be looking at the Regional Councils to involve more employers;
- They want to coordinate the message sent to parents and school counselors. The focus is on GED attainment. They want to increase faculty and clinical sites, continue to coordinate with the academic faculty, aggressively support the initiatives for math and science credit, and partner with higher education;
- Six meetings have been scheduled across the state over the next year.

Mary Shumway & Marty Kelly - Basic Education

The following is either being addressed, in process or will be addressed at a later date:

- Re-engage youth and adults into programs delivering basic education;
- Establish and support intervention strategies;
- Strengthen and explain adult education programs and improve access ensuring that adult education programs are available and accessible;
- Implement methods for adults and youth to be more successful in basic education through changes in educational settings, curriculum delivery, and expanding access to programs by providing curriculum that is relevant and applied to industry;
- Encourage one Education Functioning Level (EFL) gain each year for youth;
- Explain the testing availability of the TABE;
- Develop and implement alternative pathways for at risk, out-of-school youth, disabled youth/adults participating (in or not) adult education programs to access technical training;
- Improve awareness of basic education and collaboration;
- Encourage and support the expansion of partnerships;
- Expand the adult education programs into a career model.

Melisa Stark - Automotive Group

- The group has been meeting monthly for some time now. They are in the process of executing their plan;
- They are standardizing the curriculum in the high schools and coordinating with ATCs and community colleges. They are working to identify pathways;

- They are working on an event for 2008 in the SL valley and are creating a manual on how to host a Motorfest;
- A Career Fair is scheduled for February 1-2, 2008 at the South Towne Expo.

Melisa Stark - Construction

- The next meeting is scheduled for January 22, 2008;
- Deliverables were identified at the Council of Councils;
- They are working on hosting career days for Jr. and Sr. High counselors. Recently, teachers took a bus and toured job sites, were given assignments and continuing education credits;
- Construction Career Days is scheduled for March 25-26, 2008 at the Washington County Fairgrounds in Hurricane; and from April 29-May 1, 2008 at the Davis County Fairgrounds in Farmington.

Committee Reports

Marie Christman reported the following from the State Youth Council Meeting:

- The SYC is excited about partnering with basic education;
- The SYC approves WIA Youth Providers annually. Today, the Youth Council conditionally approved all five regions' providers. North Region will be assuming the contract previously held by Futures Through Training as that contract ends later this month. Staff has assured the transition will be seamless. This arrangement will remain in place until June 2009 when another RFP will go out.

Paul Jackson motioned to approve the WIA Youth Providers as presented, Darris Howe seconded the motion and the motion carried. Marie added the conditional approval is contingent on the monitoring report.

Operations and Performance

Shawn Potter reported the following from the Operations and Performance Committee:

- A WIA Priority Range and Criteria matrix was distributed. There was a priority point process discussion in April 2007 where it was recommended to the Council they vote on a range of points rather than an individual point. This will slow the flow so we don't run out of funds completely. Shawn asked the Council to authorize DWS to

make decisions in any given range. Workers will be able to work within this range. This will allow flexibility so we don't have to wait for future Council meetings;

- Chris Love again announced that DOL has taken action to rescind Dislocated Worker and Workforce Investment Act (WIA) dollars from the State. The impact of the rescission will be addressed in the future by email or teleconference.

Shawn Potter motioned to authorize DWS to make decisions in a given point range, Lou Sansevero seconded the motion and the motion carried. O&P will report at each quarterly State Council meeting where the funds are.

- DWS has recertified training providers from A-L. M-Z will be completed by July 2008;
- DWS has reviewed the Incumbent Worker Training program. 67 applications were received, 19 were funded. Some were disqualified, as they did not provide a financial statement and/or no demonstrated partnerships with members of the same trade.

Online Services & Marketing

Jeff Lindstrom reported the following from the Online Services & Marketing Committee:

- George Angerbauer, new Director, Communication and Change Management was introduced;
- An update was provided on out of state recruitment;
- Gary Kennison reported on the Incumbent Worker Grant. All five regions had employers who received funds;
- Ken Sorber reported on the Scholarship program at Western Governor's University (WGU), an online university. WGU is looking for teachers who specialize in math and science;
- Winston Inoway, DWS Graphic Artist, presented on the Sector Strategy Marketing Plan. This Plan includes consulting with industry sector work groups, reviewing what we currently have, and creating a template for each sector;
- Leslee Hintze reported on the new web site for the Governor's Committee on Disabilities. The unemployment insurance (UI) rate for people with disabilities is much higher than other UI rates.

Regional Council Chairs' Committee

- Mike Richardson reported the committee elected Toni Ure as the new Regional Council Chair;
- Lou Sansevero reported Eastern Region (ER) selected energy as their first priority. WETC, Rocky Mountain Power and Energy Solutions are named partners. Their Second priority is construction. They believe construction can help with the infrastructure to energy. Third, is health care. Retirees are moving East and will require health care. Basic Education is mandatory and crosses all regions.
- Judy Chambley reported in the Uintah Basin (UB), they have been working on health care shortages, focusing on the nursing shortage in particular. They will continue to heighten the awareness of Jr. High and Sr. High level counselors. UB's second priority is energy, specifically oil and gas. UB is experiencing a construction boom both in residential and construction, so they have named construction as their third priority. Automotive is the fourth. Adult Education Basic Skills affects all industries. There is a 30% dropout rate in the UB.
- Dale Peel reported Western Region (WR) is focusing on health care and automotive sectors. There is a significant demand for health care professionals and a great need for auto technicians. WR is in the process of recruiting members into their Regional Council with experience in health care and automotive.
- Jeff Lindstrom reported Mountainland Region (MR) wants to focus on Construction. They have a couple of members who are in Construction so they have had a door opener. Second is health care. Partnerships include the Hospital Corporation of America, IHC and Utah Valley State College. These partnerships have created the opportunity for 15 additional nurses to go through the program. MR is also entertaining the hospitality sector. MR's Youth Council has agreed to work on basic education. Their plan is to look at economic data, see where the opportunities are, see where pathways are already in place and focus and expand on those.
- Paul Jackson reported Central Region (CR) has selected Automotive, Construction, Health Care and Energy in that order. Automotive has been in place for some time and they don't want to lose ground. They have identified industry partners and will continue to leverage that.

- Randy Hopkins reported Wasatch North Region held a Council meeting yesterday. They will be selecting two targeted sectors in the next two weeks. Basic Education has been discussed due to the fact that as much as 50% of youth in the Ogden area drop out. North Region is appreciative of Central Region's pilot to identify and work with dropouts. DWS has taken the North Region WIA youth contract in-house. Bear River Council will meet next week and will identify sector priorities following the council meeting.

Public Comment

Karen Silver, Community Action Program reported the State Agency of Community Action is holding an event at the Capitol.

Mary Shumway recognized an exceptional student from West Jordan who completed the dental assisting program, and maintained a 3.9 GPA. She thanked Paul Jackson who has been instrumental in expanding opportunities for students who are pursuing careers in health care.

The next meeting is scheduled for April 10, 2008. Location TBD.

The meeting adjourned at 3:37 p.m.